

Gender Pay Gap Report 2024

What is gender pay gap and how is it calculated?

The gender pay gap reporting is used to show the difference in the average pay between all men and women in a workforce. It is calculated using basic pay including any additional allowances (e.g. Shift Pay, First Aid) before tax and any deductions for employee pension contributions (but after any deductions for salary sacrifice) as well as any bonuses paid. We are required to include both Executive and Non-Executive Directors.

Why are we doing this?

The Government require any UK based company with an excess of 250 employees to publicly report their gender pay gap in a transparent way. Data is submitted into a Government portal, and is then accessible for all to see, and to compare to other organisations.

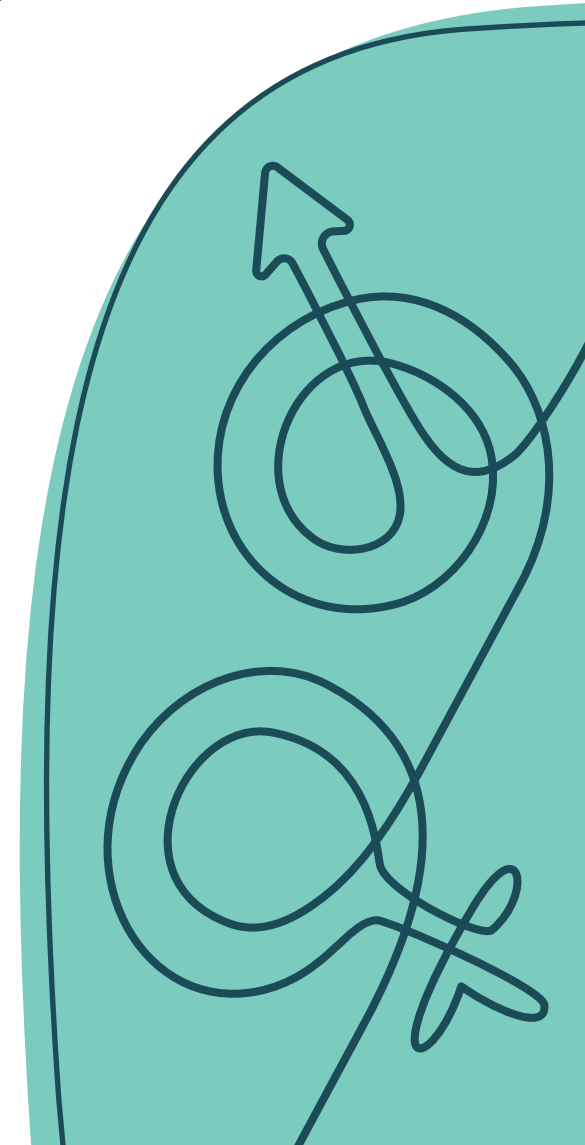
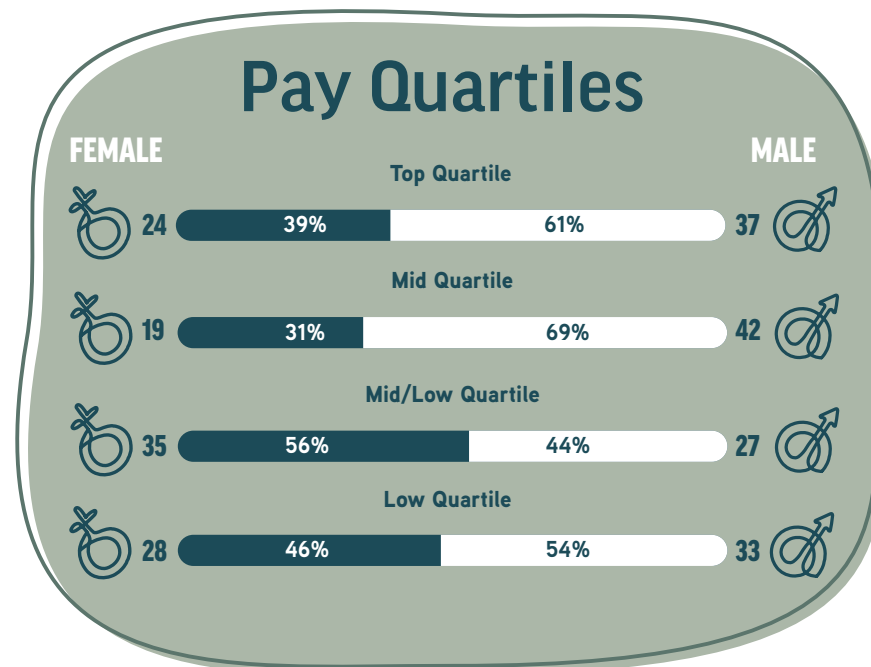
Understanding the gap

The analysis of our gender pay gap data tells us that our Gender Pay Gap as at April 2023 is because women hold fewer senior positions at Treatt than men.

As at April 2023, women made up 45% of our total workforce in the UK, with 25% women in both our Executive and Non-Executive Leadership Teams.

In line with this, there are fewer women in senior positions that attract higher paid bonus schemes which impacts our bonus gap.

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Understanding the gap

Pay and Bonus Gap

	Mean	Median
Hourly pay gap	51%	6%
Bonus pay gap	80%	5%

Proportion of males and females receiving bonus

 MALE	85%
 FEMALE	90%

How are we going to close the gap

FIND



- Grow our talent pipeline for the long term
- Enhance our partnership activities with STEM, attracting more females into STEM subjects

ATTRACT



- Attract the best talent
- Develop a more inclusive and attractive Treatt employer brand
- Ensure unnecessary barriers or unconscious bias are eliminated

ENABLE



- Enable our people to reach their full potential
- Ensure our family friendly policies create harmony between home and work life
- Proactively identify opportunities in our succession planning
- Share and celebrate our success stories
- Proactive coaching and mentoring support



" We are pleased with our progress when it comes to the Gender Pay Gap. We absolutely recognise that change doesn't happen overnight but we never lose sight of our continuing commitment at Treatt to inclusivity. We have a solid plan on how we can continue to make strides in levelling the gap with long term objectives in our sights.

We will always challenge the inequalities that prevent us and our employees from being the best that they can be in the workplace and beyond. By valuing and respecting differences we will do this. And for us, this focus isn't just for the women that we employ, it's also for our wives, partners, daughters, nieces and friends that we can be an ally to. "

Ryan Govender